Countywide

September 2009, Issue 29

Bi-monthly magazine for all employees

Cambridgeshire County Council

Working Together

SPECIAL EDITION

Employee survey and focus group results

pages 4-5

Customer Service Week

Get involved 5-9 October

page 16

EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT ACHIEVING

Stonewall TOP 100 EMPLOYERS 2009

INVESTORS IN PEOPLE

Positive About Disabled People

Beacon Authority 2009-2010 Cutting red tape; 2006-2007 Delivery of Quality Services Through Procurement; Waste and Recycling; 2005-2006 Asset Management

Working Together project launches Employee Survey and Focus Group results – pages 4-5

Delivery
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With added videos and direct links to CamWeb pages and email addresses visit http://server14a.pressmart.net/countywide/

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Working Together - SPECIAL EDITION

Being supported? Having your talent recognised? Working better as a team?

CCC's Working Together project is all these things and more, as Stephen Moir, Corporate Director of People, Policy and Law explained: "We want to find the best ways of supporting all our employees to help everyone be the best they can possibly be."

The Working Together project is being run in three phases.

Phase one has been about researching and gathering evidence on what it's really like to work here. Many of you will be one of the 3,031 employees who completed the employee survey during June and early July. A member's focus group was also held. See pages 4-5.

The project is now focusing on action planning and immediate improvements. The final phase of the project will be longer-term cultural and educational changes.

The Working Together project is part of CCC's wider People Strategy programme, which includes a review of Cambridgeshire Behaviours, Investors in People, and projects to do with training, and employee and member skills (see page 15), recruitment improvements (July *Countywide*, page 17), and a reward project looking at pay, benefits, pension and employee assistance.

"The overriding message of Working Together is that in order for us all to feel motivated and be effective it's necessary to be happy," says Stephen. "To achieve that happiness ranges from supporting employees with their preferred working styles, to effective line management. Making improvements according to what employees have asked for is a significant step to improving job satisfaction and so delivering the best possible services to our internal and external customers."

Editorial deadlines	Delivery from
Monday 12 October	Monday 9 November
Monday 7 December	Monday 11 January
Monday 8 February	Monday 18 March

Abbreviations

CCC	Cambridgeshire County Council
CYPS	Children and Young People's Services
ES	Environment Services
CAS	Community and Adult Services
CD	Corporate Directorates

OFFER: *Countywide* placements

Would you like the opportunity to help produce an edition of *countywide*? Week long placements are available to anyone interested in:

- seeing how corporate communications works
- researching photos
- learning magazine writing skills
- learning about flat planning and the magazine production process

Read about past placement experiences on CamWeb at http://camweb/cd/cst/comm/intcomms/countywide

Interested? Contact Sally Carroll, Internal Communications Manager on 01223 699284.

CCC's strategic objectives

- Managing and delivering the growth and development of Cambridgeshire's communities
- Tackling **climate change**
- Enabling people to thrive, achieve their potential and improve their **quality of life**
- Supporting and protecting **vulnerable people**

CCC's service delivery principles

- Delivering high-quality effective and **efficient services**
- Listening and being responsive to the needs of **Cambridgeshire's communities**
- Working in partnership to achieve a shared vision for **Cambridgeshire**

Leading columns

Councillor Jill Tuck
Leader of the Council

It's nice to be able to write to staff again, following the elections and my re-election to the position of Leader of the Council.

And even after the hiatus of the elections, it isn't long before Council life resumes and the tough decisions which characterise the role of a councillor begin to come thick and fast.

Tough decisions are what being the leader of council are all about, and there is no doubt that the financial situation facing public services is one of the most challenging for years.

The recession is going to have an impact on the public sector for many years to come – and those impacts are going to be felt soon.

What is crystal clear to me and my Cabinet colleagues is that preserving essential services will not be achieved unless we start to work in a very different way.

Salami-slicing our way through services will not yield the levels of savings which we believe are going to be required.

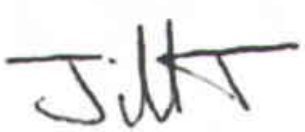
Instead, we are going to have to innovate to find new solutions and ways of working. We will certainly have to deliver far more in partnership.

The increased emphasis on partnership working across public services is going to be one of the most important factors.

Work has just begun on the *Making Cambridgeshire Count* project, which will map out public services in the county and be instrumental in helping us reduce duplication and take out unnecessary costs; but it will do far more than that, because it will also be instrumental in helping us develop a deeper, shared understanding of the issues we all face across councils, the police, fire, health and the voluntary sector, which is an essential building block to finding the solutions.

Public services are set for major changes over the next decade.

What I am certain about is that you will be as dedicated and professional as ever in delivering them.



Mark Lloyd
Chief Executive

Nationally, regionally, locally – in fact in nearly all of the settings and locations I find myself in as a Chief Executive – the main topic of discussion is the financial crisis facing public services.

Local government has been here before. In fact, a little less than a year ago at the Live and Unplugged roadshows, I was outlining the scale of the challenge ahead. With the global recession, the scale of that challenge has increased.

Public services as a whole – in Cambridgeshire and across the country - are now facing a serious black hole in their finances over the next few years. I cannot describe it as anything else.

In simple terms, the level of cash CCC will have in five years time to fund services will be only marginally - £2 million – more than we have now (£326m).

Over that five-year period, the impact of inflation and demand for services for the vulnerable, combined with spending commitments, means we will have 35% less money in our pocket.

If we are to live within our means, we'll need to deliver about £113m in savings, through transforming how we deliver services, efficiencies, and making tough decisions about which services we provide and which services we don't.

This week we begin briefing staff – beginning with heads of service - on the challenges which lie ahead.

One thing we know for certain – we have a strong track record of dealing effectively with financial pressures.

The council's record of managing public finances is very strong – we have a four-star rating for our use of resources – and we have strong relationships with partner organisations which will be our foundation for finding new and more efficient ways of working.

So – we have a strong platform to face the future on, difficult though it will be. And we have the opportunity and ability to become more efficient through innovative new approaches to service delivery and partnerships.

And most importantly of all, we have the right team to deliver.

Putting US in

Employee focus group and survey feedback
It has to be said ... CCC is already performing well and is a good employer to work for. Inspectors have said we are a three star, improving well council and that our performance indicators demonstrate the most improvement of any county council.

However, our achievements are only as good as the people that deliver them. In support of the need to continually improve we already have a People Strategy, which is about ensuring that we 'recruit, retain, reward, recognise and develop the right people, with the right skills, at the right time to deliver the vision for Cambridgeshire. This is underpinned by a programme of action to ensure CCC can continue to improve its role as an employer and our contributions as employees.
So – what does our recent employee feedback tell us that we don't already know? *Countywide* investigates.

Stephen Moir, Corporate Director, People, Policy and Law explains:
"There are lots of things the Council gets right first time which is really impressive and is well reflected in our levels of employee satisfaction.

> **"But - to keep improving we need to build upon our existing good practice and develop new initiatives relating to people management."**

But, feedback from both the employee focus groups and survey are the foundations for identifying and prioritising key areas where improvement is needed.

"Our feedback shows, amongst other things, that opportunities exist to further improve leadership and direction through the whole organisation; share learning more effectively and continue to help our employees have a greater say in what they do. To make these steps towards really becoming a great Council and great employer, here is what we all said we need to do next.

Employee survey ... feedback

48% of colleagues responded; that's 3,031 responses out of 6,374. Our results have improved since the last Employee Survey in 2007, some quite significantly. CCC is doing well compared to other local authorities and overall job satisfaction has increased by 5% over the last two years.

10 areas matching or exceeding the Ipsos MORI's top-ten scoring organisations:
- overall job satisfaction
- feeling valued and recognised
- good morale
- treated with fairness and respect
- interesting work
- feeling of accomplishment
- best use of skills and abilities
- opportunities to develop
- satisfied with working hours
- working for a successful organisation

2 areas of decreased satisfaction
- satisfaction with the working environment
- knowledge and understanding of assessment regimes

5 areas for improvement
- improving communication of important policies and partnerships
- eliminating bullying, harassment and discrimination
- improving links between employees and senior managers,
- ensuring employees can speak up and make their opinions heard without feeling it will affect their career
- continuing to improve customer service

6 key results
- our results for **equality and diversity** show substantial improvements with most people agreeing that we provide equality of opportunity to all groups.

- all questions about line **management** show improvements but only 15% of respondents think that directors visit their team as often as they should, and this is the lowest scoring question. There has been no improvement in whether speaking up can damage your career prospects, with 27% still agreeing that it can.

- more than six out of 10 (61%) of employees would **speak highly** about the Council as a place to work, and 56% would speak highly of the services it provides.

- we feel more **well-informed** than we did in 2007. But there are mixed results in understanding certain policies and programmes.

- 8% of respondents said that they had been **bullied, harassed or discriminated** against. Whilst this is in line with other organisations, it doesn't make it right and we want to ensure that no-one feels bullied, harassed or discriminated against.

- employees are more positive about **customer service** than in 2007. However, scores are relatively low for the way CCC acts on customer feedback, efficiency, value for money and the concerns of residents.

the picture

Employee focus group ... feedback

Ten focus groups across the Council involved 150 colleagues. When asked 'How happy are you in your job?' (with five being really happy) 71% scored between four and five.

4 positive areas
- flexible working
- team working
- communication
- employee learning and development

4 recurring issues
- not cascading information
- lack of strategy and direction
- too many emails
- lack of manager feedback

4 improvements we want
- more training for managers
- better communication between senior managers, service managers and directorates, as well as between different groups of people in different roles
- 360 degree appraisals and better use of the Cambridgeshire Behaviours.
- a new approached to tackling the 'email culture'

Focus group follow-up

Following the initial focus groups we invited colleagues back to devise ways to develop the way we work as internal consultants. This was an interesting session, providing a large number of ideas and once again proved how vital it is that everyone has the opportunity to contribute.
The Working Together project team will continue to seek input as they develop action plans and are particularly interested to hear the views of colleagues who have been unable to contribute to date.

If you would like to have a say in shaping our future, please contact Hannah Edge on 01223 699972.

Immediate improvements

As a consequence of the findings and feedback session, the following improvements are already planned:

1. **Induction for managers** – from October 2009 corporate induction arrangements will be extended to include a session specifically catering for newly appointed and promoted team leaders / managers
2. Monthly **bite-sized learning** sessions for managers / team leaders where they can network with colleagues and keep their people management skills up to date
3. The **Cambridgeshire Behaviours** are being simplified. The Behaviours have been reviewed by the OD and Learning Team, following feedback and workshops across the organisation. A pilot starts in September with a simplified set of Behaviours in Groomfields, the Registration and Coroners Service and Business Support and Facilities Management. The Behaviours will be evaluated during the pilot period and after the next round of half yearly appraisals reviews. These streamlined Behaviours will be rolled out following the pilot evaluation early in the new year, to support the next annual appraisal cycle.

Mentoring

The CCC mentoring scheme is actively looking for new mentors. In addition, training for mentors and mentees can now be given in a group /or team session as well as individually.
Many of the world's most successful people achieved their success through having a mentor.
A mentor can help you stay focused, keep on track, and get the most out of yourself. They're able to offer an objective overview of your situation, a sounding board for your thoughts, and may have skills or knowledge that you'd like to develop in yourself.

If interested in coaching, mentoring or becoming a mentor, please contact Marie-Christine Brummel, OD and Learning Adviser for an informal chat on 01223 699698.

What's next?

By the time you read this, CLT and Heads of Service will have heard the full survey results from Ipsos MORI. They will have had the chance to reflect upon how to further respond to what we've all said is important to us and how to improve things even more – so watch this space.

For questions, queries or to get involved contact Hannah Edge on 01223 699972.

Catering Oscars for CCS

Cambridgeshire Catering and Cleaning Services (CCS), which supplies meals for schools in Cambridgeshire and other authorities, won two trophies at the Cateys – the catering industry's equivalent of the Oscars, held by Caterer and Hotelkeeper magazine.

Their highly successful 10 out of 10 campaign to encourage more pupils to take school meals won the first award for the Best Group Marketing Campaign.

The Head of CCS, Richard Ware was chosen as Public Sector Caterer of the Year.

Lifetime achievement

Brian Smith was honoured with a lifetime achievement award to local transport at the prestigious National Transport Awards.

Brian is the Executive Director: Environment Services. He was awarded for making a real difference to transport across the country.

Among his successful projects are the Cycle Demonstration Town status for Cambridge, the best Park and Ride network in the country, two Transport Authority of the Year awards for Cambridgeshire; and increased Road Safety.

Brian was also involved in shaping of the Traffic Management Act and Government work on local transport plans.

Brian Smith, pictured with his family, at a CCC celebration event

"Learning is fun and exciting"

Regional awarding ceremony (l-r): Suzie Fowler-Watt, Rene Coles and Jaki Bradley.

That's the final word from Rene Coles, after receiving a regional Adult Learning Award.

Diligent learning took her from being a car park attendant to the role of a Family Involvement Tutor at Huntingdon North Children's Centre.

Accomplishment of the Maths GCSE at 39 years old, gave her confidence to explore further opportunities. Learning and working during the last 10 years, she was recognised for her exceptional commitment to both. Hence, she was offered ever-raising challenges, followed by matching development opportunities.

Now Rene is happy in her job and appreciates the better life she lives thanks to adult education.

Double success

CCC beat off stiff competition from national businesses and other public sector organisations to score a double success at the HR Excellence Awards.

We won the Best Public Sector HR Strategy, which sets an example for other employers and for the same entry, was highly commended in the Most Effective use of Internal Communications category.

In particular, 'Vestor' the dog won a central place in judges' hearts and was recognised, along with other internal communications elements, to be a key player in Investors in People re-accreditation for the authority.

Celebrating our win – colleagues from Corporate Directorates

CAVE award

Cambridgeshire Library Learning Centres CAVE website (Community Access Volunteer Exchange) was shortlisted for the Nominet Best Practice Challenge 2009 in the Open Internet category.

It enables communities to have a virtual environment to support and supplement current practices and reaches a wide audience. Visit https://communities.cambridgeshire.net/cave/Pages/default.aspx

HR Director of the Year?

Fingers crossed – Stephen Moir, Corporate Director: People, Policy and Law

Stephen Moir, has been shortlisted for the HR Director of the Year award by Personnel Today. It is awarded to an HR director who can demonstrate outstanding leadership, and contribution to their own team as well as the organisation as a whole.

Stephen thanked his team saying: "This is absolutely about the talented and committed people we have working in HR and OD across the County Council. I'm intensely proud of them all."

The Award Ceremony is on 26 November.

Central Library grand re-opening

At last - Central Library Cambridge is reopening its doors to the public at the end of September.

The old building has been totally transformed. Gone are the days of entering the library from a dingy stairwell in Lion Yard. The brand new main entrance leads from the gallery of the Grand Arcade directly into the first floor of the library. From there customers will be able to explore three spacious floors, which are unrecognizable from the previous library.

The top floor in particular is a revelation – terraces have been roofed in and office space has been cleared to make a huge open public space and there are spectacular views over ancient rooftops on one hand and modern shopping centres on the other.

What's new?

As well as the old familiar favourites such as Local Studies, Children's Library and free internet access, the library offers new features. It has been designed to be easy to use for everyone, with a focus on self-service – freeing staff from routine tasks in order to have more time to help customers and also open for longer – including Sundays. Touch screen self-service terminals enable you to check out your own books, and conveyor belts behind the scenes deal with the anticipated one million books that will be returned every year. There's a "Quick Pick" area by the entrance for those who want a good read in a hurry and, for those who want to stay, there's lots of comfy seating for reading or study, wi-fi throughout the building and a fabulous café on the top floor.

Exciting features

One of the most exciting features is the Mediatheque – a special area with 10 screens where people can choose from a free "digital jukebox" of some 1500 film and TV titles selected from the best of the British Film Institute's archives. Other partners in the building include Connexions and nextstep, as well as the library's Learning Centre – together providing a range of advice, learning and guidance services.

Central Library employees have now moved back from the city branches, which were open for longer hours during the closure, and are getting the library and themselves up to speed for the opening day. The book transfer alone is a major operation, with 100,000 books (including 40,000 new ones) converging from libraries and warehouses.

Keep up with the countdown

- Visit the Central Library's dedicated website at http://hipweb.cambridgeshire.gov.uk/central/
- Click on the links to follow progress on Facebook, Twitter and YouTube.
- Make sure your library card is up to date and you know your PIN number so you can make the best of the new self-service systems.
- Join on-line at www.cambridgeshire.gov.uk/library or call 0345 045 5225.

NEW opening hours

- Monday 9-7
- Tuesday 9-7
- Wednesday 9-8
- Thursday 9-7
- Friday 9-7
- Saturday 9-6
- Sunday 12-4

Library update

- A brand new library and associated residential accommodation are nearing completion at Great Shelford.
- Wisbech Library is getting a major facelift thanks to a £2 million Big Lottery grant.
- Discussions about a new library at Ramsey are ongoing.

Next issue: Huntingdon Library & Archives

Six top travel choices

Which of these six Travel Management Team incentives and schemes can you make the most of?

To celebrate the launch of the Travel Management Team (formerly the Corporate Travel for Work Group), here are our top sustainable travel offers, and some new ones.

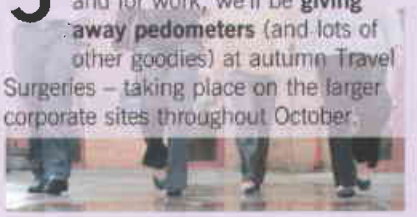
1 Through the Travel for Work Partnership, employees travelling into Huntingdon or Cambridge rail stations can use their employee ID card at the station to get a **10% discount on season ticket travel** with National Express East Anglia and First Capital Connect.

2 Don't forget about the **pool cars, pool bikes and pool umbrellas** that are provided on our larger sites, for employees to use to travel on business more sustainably. See the travel pages on CamWeb to find out more on the benefits of using pool resources and how to book them.

3 From 1 September, all employees on sites that have a travel plan are entitled to a **20% discount on public transport** for their commuter journeys, in a new pilot scheme. The sites are Shire Hall campus, Sackville House, Scott House, Hereward Hall, Lawrence Court & Huntingdon Library and Speke & Amundsen House.

4 For cyclists, there are now **cycle repair kits** at the reception desks at Castle Court on the Shire Hall site and Rustat House in Cambridge. We also have lots of **puncture repair kits to give away** – look out for Daily Briefings with details of how to claim a free kit.

5 To encourage more walking to and for work, we'll be **giving away pedometers** (and lots of other goodies) at autumn Travel Surgeries – taking place on the larger corporate sites throughout October.



6 If you hold a Meet Me conference instead of arranging a meeting in person, any day between 7 September and 7 October, you and internal colleagues taking part in the conference will be automatically entered into a prize draw, where you could each win a **£20 John Lewis voucher**.

Visit CamWeb for more information

The Travel Management Team exists to carry out the actions of the Council's Corporate Travel for Work Strategy. This is to encourage all employees to travel more sustainably whether that's commuting to work or carrying out business mileage. Do this by trying one of the options above and you'll be reaping the benefits for your health, your wallet, the environment and for CCC's efficiency too! Plus, it's supported by Fit for Business.

For more information on the incentives and schemes mentioned above, and all of the other work we're doing to encourage sustainable travel to and for work, visit the dedicated travel pages on CamWeb: http://camweb/es/er/envpolproj/travel/

Calling all Shire Hall cyclists

Come to a cyclists' user group meeting in the Kreis Viersen room on 16 October 1-2pm, share your views on cycling to the Shire Hall site. We're hoping to improve facilities at Shire Hall and we'd like to hear what you think first!

Contact Sarah Bedford for further details on 01223 715691.

Make the change this month

Why not kick-start more sustainable travel behaviour straight away? Liberate yourself from the car and take part in European Mobility Week which runs from the 16-22 September 2009 and culminates with In Town Without My Car Day on Tuesday 22 September.

The theme of the week is "improving city climates" and we can all play our part in achieving this by cycling, walking, using the train or taking the bus. It might also win you prizes - listen to Star FM (107.9FM) and find out how to win free bus travel during that week.

Hoop hoop hooray

The innovative Cyclehoop project is part of a £290,000 programme to improve cycle parking in Cambridge, an ambitious £7.2 million scheme to get people on their bikes.

This is the first place that Cyclehoops have been installed outside of London. Cyclehoops are a new form of cycle parking, which makes use of existing street signposts by converting them into cycles stands suitable for up to two bikes.

Cycle Cambridge has brought the Cyclehoop to the city as part of a wider multi-million pound programme of new facilities and cycling innovations to be rolled out after Cambridge was awarded the prestigious national status as one of 17 Cycling Towns.

They provide a solution for cycle parking where pavement space is limited and better support to reduce the likelihood of cycles falling over and obstructing pedestrians.

Made from robust steel, the Cyclehoop clamps onto existing signposts and does not require concreting or drilling into the pavement. Locations include Mill Road, Willis Road, Guest Road and Station Road with more set to be installed over the coming months.

Mike Davies, Programme Manager for Cycle Cambridge, said: "Cyclehoops are a great way to increase the number of cycle parking spaces in Cambridge. We are looking at several projects to help encourage people to get on their bikes. With free cycle parking and fuel prices rising again it is also a cheaper and cleaner alternative to the car."

For more information log onto www.cambridgeshire.gov.uk/cycling Contact Mike Davies on 01223 699913.

Date set for 'The Busway' handover

Busway contractor BAM Nuttall has advised CCC that they expect to hand over the track between St Ives and Cambridge at the end of October.

The last piece of the track that makes up the 12-mile stretch has already been laid and it was planned The Busway would open in late summer, but some finishing work is still outstanding by the contractor.

Once the track is handed over to CCC The Busway will be able to open within one month. This time is needed for driver training, testing and trialing of the route.

BAM Nuttall has given a public commitment to completing all outstanding tasks by the end of October and CCC will continue to work very closely with them to make sure work is to the very highest standard.

"I am as frustrated as anyone that The Busway will not open sooner," said Councillor Roy Pegram, Cabinet Member for Growth, Infrastructure and Strategic Planning.

"It is good news that we have reassurances from BAM Nuttall that it will be able to complete the work by the end of October as we are all looking forward to it opening. It is going to give people a reliable, fast and frequent service and will be the best way to travel."

Some members of the public, and employees, will have the chance to try out a longer stretch of The Busway before it opens. Details in Daily Briefing and *countywide* later in the year.

Cambridge's congestion conundrum

How to tackle traffic congestion in and around Cambridge and improve transport across the county. That's the weighty subject of a report CCC is considering by the Cambridgeshire Transport Commission.

The Commission recommends that CCC should make a bid for Transport Innovation Funding (TiF). But it says that a congestion charge should not be brought in any sooner than 2017 and only after the TiF package of improvements are in place and working, as well as completion of the A14 upgrade and Chesterton Station. It also suggests that a charge would only be brought in when congestion has reached a stage that it is deemed to be unacceptable. That trigger point should be agreed by CCC, public, businesses, partner organisations and Government. It stresses this point could be deferred if people use the new public transport facilities.

CCC will consider the Commission's findings and its options with a report going to Cabinet on 29 September. A decision will then be reached on the way forward and this will be taken to Full Council in October.

See the Commission's full report at www.cambstransportcommission.co.uk

Pupils thrive

Milton Road Primary School, Cambridge is an 'outstanding school where pupils thrive', according to inspectors from OfSTED – the Office for Standards in Education.

"The quality of care, guidance and support is excellent. The school provides pupils with an outstanding range of curricular and other activities."

Inspectors particularly praised the provision made in the Early Years Foundation Stage. Pupils were also highlighted for their 'exemplary' behaviour.

Retiring headteacher Sue Romero said: "This is a great credit to and acknowledgement of the hard work of all the pupils, staff, governors and parents and a wonderful retirement present for me."

Excellent behaviour

Government inspectors have praised the Rackham C of E Primary School as a good school where pupils are happy, motivated to learn and keen to work.

"Teachers and teaching assistants are very positive, which gives pupils the confidence to ask questions and share ideas. A simple, but effective, system of 'stars and a wish' is used ... to praise pupils' achievement and guide them in their next steps," said the inspectors' report.

They particularly praised the school's Early Years Foundation Stage. Pupils were highlighted for their good achievements and excellent behaviour. "Pupils' behaviour in class and around school is excellent; they are polite, thoughtful and considerate."

They also praised leadership and management at the school, particularly that of headteacher Sid Wales.

Significant impact

The attitudes of pupils and the leadership of the headteacher are just two of the areas at Wisbech St Mary C of E Primary School praised recently by inspectors.

"Support staff make a significant impact on teaching and learning by encouraging specific pupils to try their best," said the inspector's report.

Headteacher Caroline Davis was singled out for her leadership of the school, she said: "The governors and staff were delighted ... pupils are happy at school, form good relationships and trust all the adults who work with them ... they show kindness and care for others and enjoy taking responsibilities."

Strong support

Inspectors have praised several aspects of Thomas Clarkson Community College, Wisbech, and confirmed it is making satisfactory progress.

They said students' behaviour continued to improve. "The majority of students behave sensibly as they move between lessons; break and lunch times are pleasant and orderly."

Inspectors praised principal Maureen Strudwick and the governing body for their leadership. "The governing body provides strong support for the school. It is very well informed and plays a significant role in planning future strategic direction."

Maureen Strudwick said: "It is highly encouraging to note that the college is continuing to improve. I firmly believe this is due to the strong team spirit which exists at Thomas Clarkson."

Totally committed

Meadowgate School, Wisbech is an outstanding school where everyone is totally committed to making the best use of every minute of the day, according to inspectors.

They said there was a fun element in all lessons, which built up pupils' love of learning. They praised the leadership and management.

Acting Headteacher Carolyn Dobson said: "Everyone at Meadowgate is thrilled that we have been judged to be an outstanding school. I thank everyone who is part of the Meadowgate team, especially staff, governors, pupils and parents, for helping us achieve this success."

Good education

Townley Primary School provides a good education for its pupils, according to OfSTED.

"Teaching throughout the school is good and clearly planned around what children know and need to learn next. Staff look after children with high levels of care and attention."

Headteacher Robert Glozier was praised for his leadership of the school. He said: "This is a very pleasing report that shows Townley Primary continues to be a good school and that children are looked after well."

A strong commitment to improving children's services

That's the verdict of inspectors from the Office for Standards in Education, Children's Services and Skills (Ofsted).

They also praised the authority's 'robust' self-assessment procedures and the advice and support given by managers, and confirmed the good quality of the casework delivered.

However, inspectors highlighted a lack of capacity in one team, and identified recruitment difficulties in another and several other issues. At the same time, they stressed that managers had already identified and prioritised key areas of concern and had taken immediate action where appropriate.

Despite difficulties, teams received positive feedback on their responses to referrals of children at risk of significant harm. Actions were found timely and appropriate, helping children to remain safe.

> "Their timely and appropriate actions help children to remain safe"

Inspectors also praised the recognition of need for additional resources, leading to an increase in the number of social workers.

These unannounced inspections are undertaken across the UK to examine the quality of front-line social work and whether it manages the risk of harm to children and young people, and how it minimises the incidence of child abuse and neglect.

> "I'm pleased that the inspectors recognised the strong commitment to improving children's services and our robust self-assessment procedures.
> None of the issues they raised came as a surprise to us. We are fully aware of where the challenges lie and have been working hard for some time to address these. We are pleased that inspectors recognised this, and supported us in the actions we have already taken to improve services still further."
>
> *Cllr Martin Curtis*
> *Cabinet Member for Children*

Did you know?

Newsbytes is a CYPS monthly newsletter. It is available to all the colleagues in CYPS for sharing stories as well as up-dates from within the service. Visit www.cambspublications.org.uk/newsbytes

Welcome to Youthoria

Youthoria is the new Connexions website for young people in Cambridgeshire. The site merges Purple Pigeon, the previous Connexions website, with the Youth Service's Youthoria site.

As well as advice and guidance on work and learning, the site gives young people the chance to contribute to the web radio, upload videos, search the database of events and activities and pose a question to Ask Ali, Youthoria's online agony aunt.

Visit www.youthoria.org for more information

WorkWise... in a nutshell

WorkWise is a shared and flexible approach to the use of CCC corporate resources by effective:

- use of corporate accommodation
- storage and use of corporate data
- use of Information Technology
- people management

Why?

- save money (20% on accommodation costs) to release funds for frontline services
- better use of our assets
- enable more flexible ways of working

How?

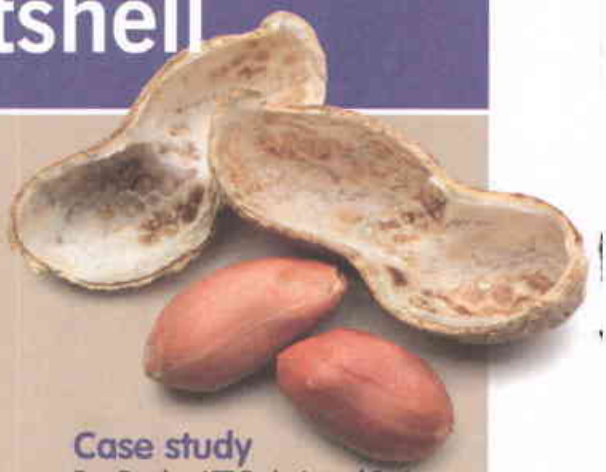
Accommodation

- Accommodation allocated to teams is corporately owned and can be shared with other council employees
- Desks are allocated on an average ratio of 10 people to seven desks to encourage flexible working and resource sharing
- Standard WorkWise desks can be used by anyone as and when required
- Priority desks will be provided where there are requirements for specially adapted furniture or specialist software
- Permanently occupied desks may be provided where a user spends most of their time in one location
- Desks must be kept clear of papers and personal belongings when not in use
- A 'tote' box will be provided to keep your equipment/information
- Secure lockers are provided to store 'tote' boxes and any other personal belongings or information when you are out of the office
- Limited storage will be available for your team, but it is essential you dispose of unwanted records and equipment before your final move

Information Technology

- IT allocated to your team is available for use by other council employees
- PCs are standardised with common applications under Office 2003. You can change some user settings, but mustn't change the configuration or download software. Specialist applications are provided where a business need exists
- Each desk is allocated a Voice over IP (VoIP) telephone that means your number can move around desks with you
- Training on Outlook 2003 and VoIP will be provided for all people being moved under the project
- Laptops and docking stations will normally be phased out. Laptops may be retained if there is sufficient business need
- PDAs will not work with the new IT infrastructure being provided under the project. A Blackberry is the alternative, but a business need will be required, funded by the team
- Multi Functional Devices (MFDs) are provided for printing, faxing scanning and copying. Network printers and other standalone devices will be withdrawn on provision of an MFD unless a business need exists. Your PC will detect and print to the nearest MFD
- Remote or home working is possible using the Netilla application over a broadband link. Netilla keyfobs for home working are provided where there is a business need

Are you an exception? If so, you need to have a business requirement reviewed by the WorkWise Project Board. Contact Richard Impey, WorkWise Project Manager on 01223 699354.



Case study

Ben Bowles, ICT Projects and Systems Officer for Strategic Planning was WorkWised back in May...

"Our WorkWise move back to Castle Court left us with less space, and a major filing headache. We have a legal duty to keep a copy of each planning permission, I couldn't put an exact figure on how many files we have but there is an extensive ever growing library! So, we've reduced the amount of filing we have in the office by well over half by identifying files that could be stored in the basement. We then use the very efficient records retrieval system to request any file we need from the basement, they are then delivered to our team the same day.

We've also purchased software that allows us to receive planning applications electronically, through the National Planning Portal. These can be downloaded and stored electronically*. We're also creating procedures that allow us to scan all documents that come in paper form. So from a certain date in the very near future all new current applications will have a full electronic file".

Check electronic storage options with IT first

Ben Bowles

incorporate

September 2009

Just the business - news from Corporate Directorates

Finance, Property and Performance

Welcome

"I am pleased to introduce the latest edition of *incorporate*, the "business section" of *countywide*.

The Council's new Corporate Leadership Team (CLT) structure has been in operation since April and I head the Finance, Property and Performance Directorate as Corporate Director.
This Directorate includes the following teams:

- Audit and Risk Management
- Finance and Performance support to Community and Adult Services, Environment Services and Corporate Directorates.
- Finance and Performance support to Children and Young People Services and schools
- Performance Management
- Research and Financial Strategy (including financial management of the pension fund)
- Estate Strategy and management (including the farm estate)
- Property Commissioning
- Shared Services (including payments, billing, benefits assessment, procurement and treasury management)

In this edition the Finance, Property and Performance Directorate features the Council's performance in 2008-09, based on initial analysis of the national indicators that CCC is responsible for. Also an update on CCC's performance management system CORVU, and some useful information regarding our consultation database, which I urge everyone to make use of.

The Corporate Directorates cover so many different areas, a good way of understanding them is to consider work shadowing. It's a valuable way to develop professionally, providing a greater understanding of the work of colleagues and an insight into the work of other teams and services. Work shadowing can also offer you an opportunity to reflect on your own working practices.

Myself and the other two Corporate Directors – Pat Harding and Stephen Moir - are all available for shadowing. So, this informal, hands-on learning experience can be used to meet a wide variety of development needs.

To find out more visit CamWeb, just type 'work shadowing' into the search box, and you will find a list of the current opportunities available across the organisation."

Nick Dawe, Corporate Director: Finance, Property and Performance

Winner - a night out courtesy of *incorporate*

In the last issue we ran a competition to find out what you think of *incorporate* within *countywide*.

Donarbon WASTE MANAGEMENT

Nicola Couch, IT Business Liaison & Skills Team Manager, Customer Service & Transformation wins a night out for two at Pizza Hut and two cinema tickets kindly sponsored by Donarbon, main waste management contractors at CCC.

"I never saw the point of *incorporate* existing as a separate entity – it's better in *countywide*. I like the visual difference in style. I know it's not very eco-friendly, but although the digital version is very well presented, I still prefer to read paper. As a regular contributor to both *countywide* and previously to the independent version of *incorporate*, I have to admit to now being a little confused about who I need to liaise with."

***Countywide* says:**
"Thanks Nicola. There have been several queries about why Corporate Directorate news is kept separate from the rest of *countywide*. In the next edition we plan to look at how the stories are distributed to avoid confusion."

Other readers said:
"I really like the idea of incorporating *incorporate* into *countywide*. I only really read *countywide*, so having this included is very useful and easier than reading two magazines. Also I much prefer the online version than the paper copy, and I'm also really liking the layout and colours."
Natasha Graham, Business Support Assistant

"I like to receive the magazine in paper format, as it's good to take time out and read it rather than quickly look on a PDF. It's always interesting to see what other folks are doing at CCC."
Sandra Long, Adult and Community Learning, St Ivo School

"I think it is great and shows how you want to help and look after your employees. It's nice to be appreciated."
Eija Hannon, Admin & Personnel Assistant, Spring Common School

On track and trend

Over the summer the Corporate Performance Team, supported by performance colleagues across CCC, have had their heads down collecting and analysing performance data for 2008/09. Final reports will be published later this month - but overall performance has remained strong.

The number of key performance targets met for 2008/09 was 73.9%, up nearly two per cent from the previous year, which continues a three year improvement trend. An initial analysis of all the national indicators CCC is responsible for also suggests ongoing improvement.

An analysis of performance against the sustainable community strategy, which is delivered with our partners and is measured through the Local Area Agreement (LAA), also suggests we are on track to meet the majority of our targets by March 2011.

CorVu delivers

For the first time, CCC used its new performance system (CorVu) to collect and report on performance. Although the implementation of the system has not been without its challenges, the successful delivery of end of year reports was a significant milestone, in addition to the LAA performance report. Other targets successfully met have been the use of CorVu outputs for regular Strategic Management Team (SMT)/Cabinet reports, with increasing interest to replicate this at a directorate level.

The CorVu knowledge base within the Council continues to grow. Although not as speedily or widespread as preferred, more areas of the business are now using the system. The next steps involve reflecting the new corporate structure, building Cabinet and senior management portfolios and rolling out a more robust performance portal to a larger audience. CCC has also reconvened a project board to give a more strategic steer to the system's development and will soon be seeking SMT / Cabinet approval for a long term plan.

Case study: Adult Support Services

In addition to overseeing CCC's overall performance, the Corporate Performance Team supports specific initiatives and services to help drive performance improvement. One such project was helping the Adult Support Service improve its approach to performance management and to achieve a higher inspection score. The project was successfully completed in June was a useful insight into the challenges and approaches to improving performance through better performance management.

For more information please contact either Jane Mansfield, Partnership and Performance Manager, Adult Support Services or Simon Willson, Head of Performance Management.

Using the Consultation Database

CCC conducts up to 200 consultations per year. From large-scale postal surveys, to finely selected focus groups, the topics are varied and the audiences include both resident and employees, and all the hard to reach groups in between.

With such a wide range of different consultations, and a huge amount of information being collected, a Consultation Database has been set up.

Why use it?

It allows CCC to see the variety of consultations that have taken place, which are ongoing or proposed for the future. This can provide information which may be useful for your area of work and promotes the sharing of resources leading to more efficiencies. Duplication of work can be avoided and research gaps are easier to spot.

You can gain tips on the best way to consult with people for your specific area of work by learning from past consultations. The database also allows you to provide links to reports and other findings that have been produced, giving you a wider audience for the publication of your findings.

How does it work?

The Consultation Database is most effective if all consultations occurring across the council are input onto the database. This gives everyone a full picture of the current number of consultations ongoing, and makes it more valuable to all users. The database is user led and it is the responsibility of the consultation lead to input some brief descriptive data for the consultation they are undertaking.

To easily upload a consultation, or browse those ongoing, please visit the Consultation Database page on CamWeb, type 'consultation database' into the search box.

Silver service

INVESTORS IN PEOPLE

Investors in People (IIP) UK has changed its accreditation standard and awards to Gold, Silver or Bronze Awards to those organisations that exceed the minimum IIP standard.

Only the top one per cent of recognised IIP organisations have been awarded this accolade and CCC has achieved a Silver Certificate of Recognition.

CCC is now preparing for reassessment, with a practise run due in December and a full re-accreditation assessment due in February 2011. As part of the preparation four IIP Team Leaders and many more IIP Champions are being recruited across the authority. They will be responsible for helping CCC make the necessary changes to meet the standards required.

Could you be an IIP Champion?
It's a varied role including identifying and reporting on where improvements are needed, preparing for assessment, giving updates, chasing up work and identifying best practice. Full training will be provided. The time commitment would be a one-day induction, fortnightly meetings with Team Leaders and pre-assessment duties in December 2009.

To find out more contact Michele Austin, Organisational Development and Learning Manager, CD on 01223 699349.

Manager skills

Are you a manager looking to broaden your skills?
The Organisational Development and Learning team provide management development programmes, accredited by the Institute of Leadership and Management (ILM), suitable for managers at all levels.

"The course enabled me to network and share my experience with other people on the course. Achieving the Certificate enabled me to become Acting Team Leader while my line manager was on maternity leave."
Successful Certificate candidate
"I now have a better understanding of different management styles and have been able to use this to improve working relationships with partner organisations. It does require commitment but I would highly recommend it to colleagues."
Successful Diploma candidate

Three levels are available: Award in First Line Management, Certificate in Management and Diploma in Management.

Contact Samia Baig, Organisational Development and Learning Administrator, CD, on 01223 699290 for more information.

New online induction

A new corporate e-induction course has been launched that introduces new employees to the Council's purpose, priorities, workplace and culture. It also gives an overview of Cambridgeshire and its community.

It's been completely revised with input from across the organisation, and highlights sources of advice, information and support useful to anyone joining the Council.

For more information contact Stewart Harris, E-Learning Coordinator, CD, on 01223 699350 or go to http://camweb/cd/ppl/corpdev/od/activities/e-induction

HR Payroll dates

	Payroll closure for all claim forms (i.e. overtime claims, relief claims etc)		Final date for managers to request changes/leavers (e.g. change in hours)		Pay day	
	Admin	**Education**	**Admin**	**Education**	**Admin**	**Education**
Oct	5 Oct	1 Oct	5 Oct	1 Oct	23 Oct	23 Oct
Nov	4 Nov	4 Nov	4 Nov	4 Nov	24 Nov	30 Nov
Dec	2 Dec	26 Nov	2 Dec	27 Nov	22 Dec	18 Dec

- Faxed claim forms are not accepted
- All claim forms should be filled in using decimals not minutes i.e. 1 hour 15 minutes should be recorded as 1.25.

Type 'payroll' into the CamWeb search box for deadline calendars and all forms, arranged in office areas on the left hand side of the page.

Skills Project update

Following research from the 'Working Together' project, the People Strategy programme team is planning an 'Employee and Member Skills' project.

The first phase will involve an audit of the skills within CCC and how these are developed currently. It is anticipated this audit will demonstrate high-quality skills and development opportunities. The second phase will examine opportunities to enhance and embed these. The final phase will be to look at implementing any relevant enhancements.

For more information contact Hannah Edge, Project Officer, Business Development, CD 01223 699972.

Customer Service Excellence

A new programme is embedding excellent customer service across the authority.

To achieve this CCC needs a sophisticated understanding of its customers' needs, wants and behaviours - corporately and within front-line services - and to then turn this information into service improvements The foundation for much of the work is the five Customer Service Excellence principles:

1. Customer insight - customer identification, engagement and consultation
2. Culture - employee skills, leadership, policy and conduct
3. Information and access – range, quality and access to info and co-operative working with partners
4. Delivery – standards, outcomes and dealing with problems
5. Standards for timeliness and service quality

For more information contact Kev Adams, Programme Manager on 01223 699652

Service award that ROCS

Nominate a colleague or team for their star quality.

- Pick the service where your nominee works
- Send an email or letter saying why they deserve recognition

Monthly awards for every service.

All winners are entered into the Recognition of Outstanding Customer Service (ROCS) awards.

Visit http://camweb/cd/rocs for full information.

Think Media

A new, one day course is replacing 'Media Matters', called Think Media.

The course will help employees recognise 'news value'; reveal trade secrets of how the media operates; why it is important to have media awareness; understanding deadlines and how to deal with negative issues.

Details and dates are on CamWeb, type 'Directory of Courses and Programmes' into the search box.

National Customer Service Week

How will YOU get involved?

National Customer Service Week (NCSW) is on the horizon (Monday 5 - Saturday 10 October) and the big question is - how will you get involved? There are new activities for you to take part in this year. We've also bought back some old favourites.

Activities include a Cambridgeshire Together roadshow, volunteering taster sessions and speed matching, back to the floor and team involvement activities.

Visit a roadshow

This is a chance for you to get out and meet our customers face to face. We will be taking an exhibition trailer to the following venues from 10am – 5pm each day:

- Tesco, Bar Hill - Monday 5 October
- Tesco, Ely - Tuesday 6 October
- Sainsbury's, Huntingdon – Wednesday 7 October
- Market place, Wisbech – Friday 9 October
- Central Library, Cambridge – Saturday 10 October

This year we will be working closely with partners from Cambridgeshire Together to meet our customers and provide them with information about the services offered.

We are inviting volunteers to come forward from across CCC to meet and greet the public at these roadshows. Come and join us for a few hours at one of the locations close to your office.

Try volunteering

We are offering employees the opportunity to experience volunteering for some worthy causes throughout Cambridgeshire. You can have a taste of anything from working on a conservation site, to helping out in your local museum.

Just complete an eform on CamWeb with your preferred dates and areas, or call Rob Jakeman on 01223 699143.

Speed matching

This activity will match employees interested in becoming a trustee on a charity board or volunteering, with the right charity for them. Not dissimilar to speed dating this two-day event is 1pm – 2pm, Monday 5 and Wednesday 7 October in the Kreis Viersen room, Shire Hall, Cambridge. Just turn up.

Get back to the floor

This activity is open to all employees and managers, in all services, to go back to the floor and spend time shadowing or helping in front line services in order to refresh or develop customer service skills. Options include different reception areas, contact centre, libraries, road safety, registration and coroners and hallkeepers.

Just complete an eform with your preferred dates and areas, or call Natasha Graham on 01223 715670.

Involve the team

A 'Team Involvement' pack of training resources has been designed to help get your team focusing on their customer service skills and getting to know their customers better. Packs will be sent to all Heads of Service.

For information on all these activities and to access the eforms please look to the NCSW CamWeb pages or call the Customer Service Team on 01223 699917.

ROCS Awards

and the winners are...!

Dawn Kedge, Business Suppport Officer

Jayne Fowkes, Vocational Qualification Adviser said in her nomination, "the last four months has seen the Organisational Development and Learning Team in a restructure. During all of this time Dawn has truly been the rock that supports the entire team.

"Dawn remains committed and hard working in what has been an unsettling time. She has provided training and support for those in our team who have had to learn new skills and take on unfamiliar tasks. Dawn is always willing to go that extra mile."

"Dawn provides excellent and consistent support to everyone with explanations of eligibility for funding, or just how to use documentation.

Her interpretation of the Learning and Skills Council's (LSC) requirements helped our assessment centre to receive even more funding from LSC contracts this year. This means that more people are able to access training due to the available funding."

Countywide spoke to Dawn.

What is your work all about?

"I process documents related to NVQs and funding opportunities for prospective clients, enabling them to gain qualifications at little or no cost to themselves."

Did you know?

You can now nominate a person or a whole team for a service and Recognition of Outstanding Customer Service (ROCS Award). Visit http://camweb/cd/ROCS

How did you cope with the transformation of your team?

"I suppose I was somewhat apprehensive. However, I was given the opportunity to take on new responsibilities and areas of work, which has made my job more enjoyable."

What do you like the most in your job?

"Enabling people to learn and develop, and to gain recognised qualifications is my most rewarding activity. I enjoy being able to talk to learners, assessors and employers about the requirements for funded NVQs."

What was your biggest success?

"For me every person who successfully accomplishes his or her course and is satisfied with our service means a success."

What would you like to change in your job?

"I like my job as it is now. I am continuously developing my knowledge and skills to enable me to adapt to changes that are always coming along."

Does your work motivate you to learn new skills too?

"Working for the OD and Learning team means I am involved in the learning success of others and this motivates me to take part in development opportunities. The courses I have most recently attended are Appraisal for Appraisers and Exceptional Supervisor."

Dawn Kedge, Business Support Officer - Quality Assurance at the People, Policy and Law Directorate: Organisational Development & Learning

Team of Excellence

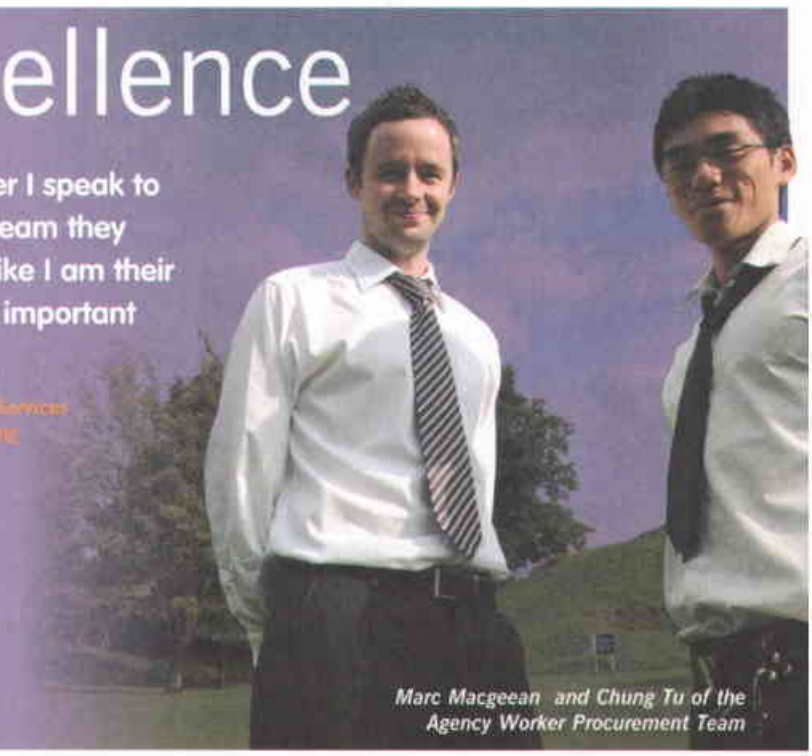
The Agency Worker Procurement Team is a relatively new division of CCC that oversees procurement of agency workers, consultants, and contractors involved with the Council. They recently won a ROCS for the service they provide.

Bev Sanford, Chung Tu, Marc Macgeean and Tracey Simons together form a small but ambitious team, dedicated to catering for all the needs of temporary employees within CCC.

Their professional and proactive attitude makes it easy for everyone to cover temporary gaps in their service and helps make it a good experience for all our temporary employees.

"Whenever I speak to anyone in the team they make me feel like I am their only, and most important client."

Wendy White, Group Services Manager, Adult Learning



Marc Macgeean and Chung Tu of the Agency Worker Procurement Team

Throwing down a green gauntlet

Green Champions are about to challenge everyone in the Council to try out some new habits to cut our carbon emissions and use resources more efficiently.

So - they are throwing down the green gauntlet, to particularly challenge senior managers to demonstrate environmental good practice.

Look out for more in November's *countywide*.

Did you know?
The cheapest unit of energy is the one you didn't use!

Here are four easy, no-cost changes we can all make today:

1. Switch off your computer and screen when away from your desk
2. Print necessary documents double-sided in black and white
3. Use available recycling facilities
4. Always consider alternatives to a car when you travel

Speak up for **Future Cambridgeshire**

"The East of England Plan will have huge implications for the future of our county. We want people to tell us how they think Cambridgeshire should manage its growth and development."

Mark Vigor, Head of Strategic Planning.

Did you know?
Low energy light bulbs last up to eight times longer and use only 20% of the energy of a normal light bulb.

The 'Future Cambridgeshire' consultation is part of the wider East of England Assembly (EERA) initiative to collect views on their proposals for the development of the whole region. These proposals are known as the East of England Plan and they offer different scenarios for how the region could develop to 2031, including numbers and locations for new homes.

Cambridgeshire's local authorities must respond to the EERA proposals on what's best for Cambridgeshire but they need the views of residents to help them shape this response.

Both County and District councils think that it could be realistic to build up to 3,600 homes in Cambridgeshire every year from 2011 to 2031.

EERA is suggesting this being a minimum. Most of their growth scenarios are higher than this and include further new settlements as a possibility.

The East of England Plan offers different scenarios with 3,600 new homes a year being a minimum. CCC is giving residents the opportunity to say how they want their county to develop over the next 20 years.

The CCC's consultation will run throughout September and October. To have your say visit www.cambridgeshire.gov.uk/environment/planning. Hard copies of the consultation are also available.
The full EERA consultation period for the whole region will run from 2 September to 24 November. Visit www.eera.gov.uk

New Light Emitting Diode LED tube

Climate comment

Roy Drayton, County Buildings Engineering Manager, talks about CCC's plans to embrace new LED lighting technology.

"According to the Carbon Trust, lighting accounts for 20 - 40% of electricity consumption for most organisations. If you consider that the CCC's offices and schools spent over £3.5m on electricity in 2007/08, it warrants further investigation into how we can reduce expenditure on electricity and lower our carbon footprint.

"Two LED tubes have been installed in meeting room 2B2 and a further 10 tubes on second floor C wing of Castle Court. Each of the new tubes consumes 19W of electricity, which means that we're saving 115W per fitting per hour.

"And significantly reduce our electricity costs.

"If deemed a success, we will seek funds to roll out to other offices."

"For every six LED tubes installed we save one tonne of CO_2 a year!"

How many employees does it take to change a light bulb?

None – these LED tubes have a lifespan of 50,000 hours (17 years!!)

New recycling centre near **Witchford**

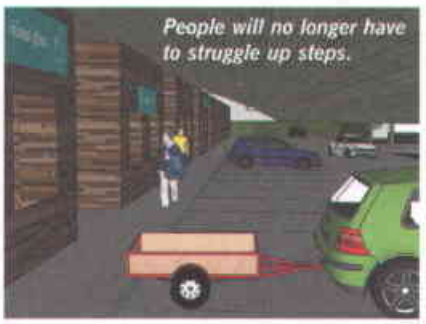
A brand new state-of-the-art indoor recycling centre near Witchford in East Cambridgeshire has won planning approval.

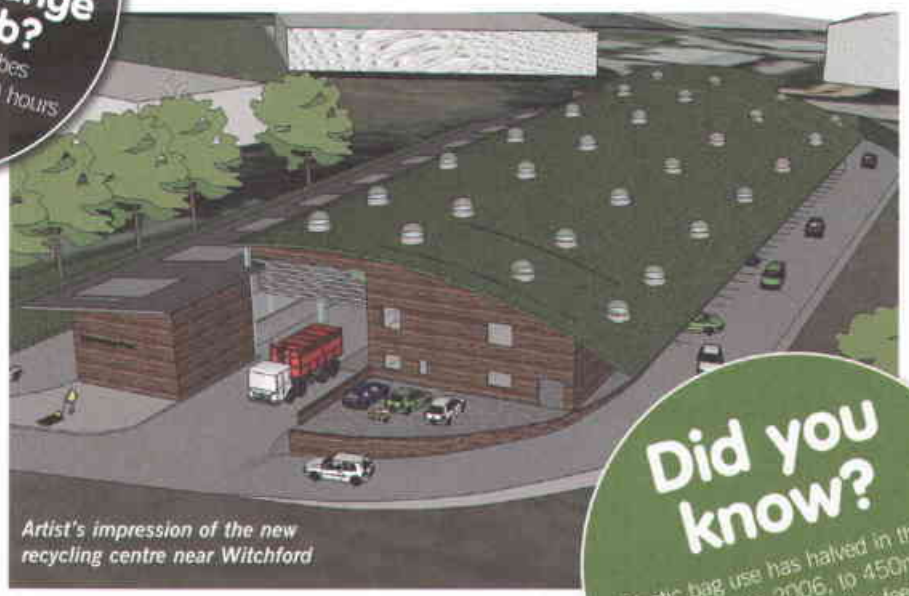
The green light for the new facility, which will be the first centre of its kind in Cambridgeshire, was given by CCC's Development Control Committee.

It will be split level, so people will no longer have to struggle up steps with heavy rubbish, and will be indoors to reduce noise and windblown litter. A green roof and extensive landscaping will ensure that the centre adds to the local environment.

The new centre will replace the existing Grunty Fen recycling centre, which is a small open-air facility next to a landfill site and is difficult for people to use.

Works on the new site start in spring 2010 with the building planned to open by autumn that year.


People will no longer have to struggle up steps.


Artist's impression of the new recycling centre near Witchford

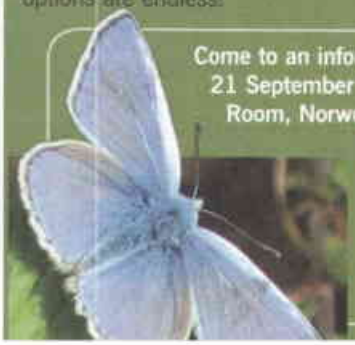
Did you know?

Plastic bag use has halved in the UK, from 870m in 2006, to 450m bags used last year. Submit a feedback letter to countywide and you could win a 'read it, shred it, compost it' cloth bag.

WANTED: Volunteers

Help is needed at Somersham Local Nature Reserve, which is owned and run jointly by CCC and Somersham Parish Council.

Everyone is invited and we have activities to suit. You could be a volunteer warden, help at the practical work party's, do some litter picking, help run an event or with advertising, the options are endless!



Come to an information meeting on Monday 21 September at 7.30pm in the Norwood Room, Norwood Building, Parkhall Road, Somersham.

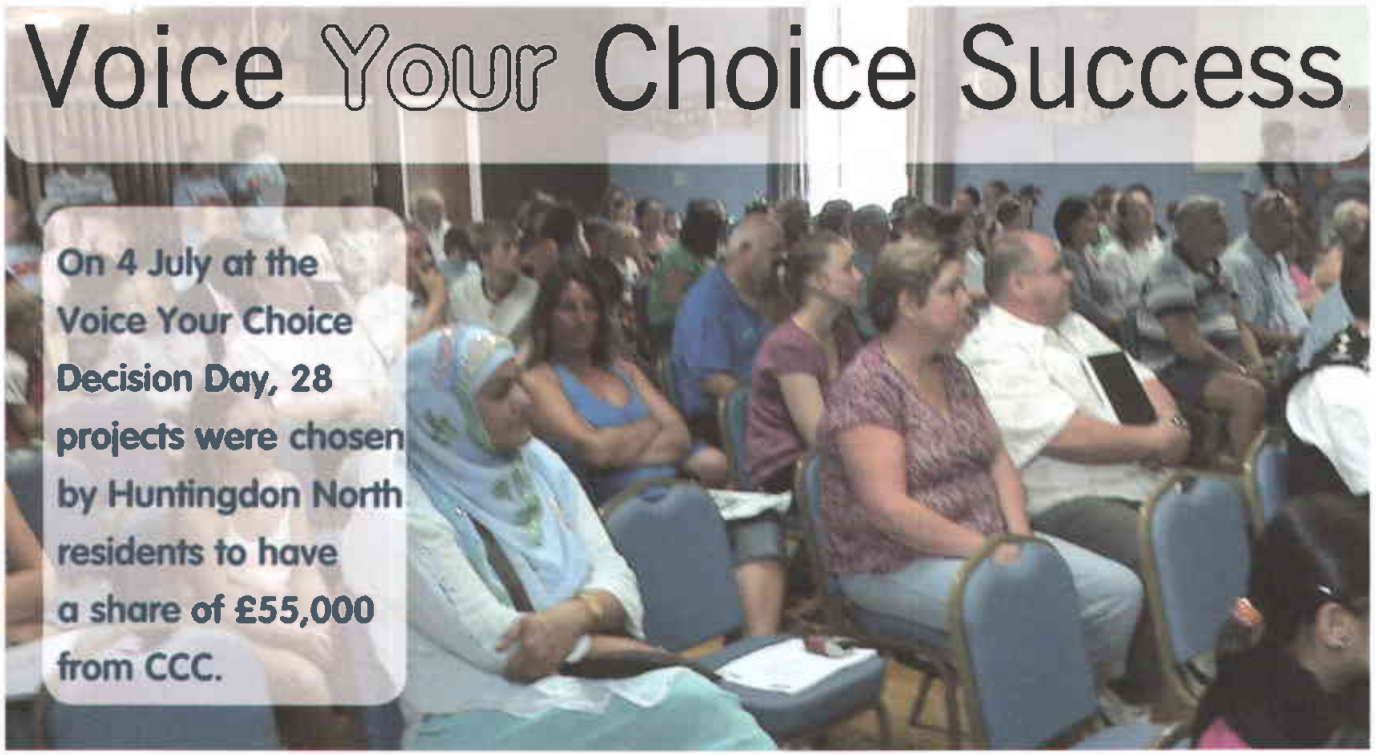
Come to the practical work party's on the 3rd Sunday of the month. Or contact Charlotte Lowry, Greenspaces Officer on 01223 715557.

E-Waste Management News

ES News is Environment Services monthly e-magazine - full of interesting service information at http://www.cambspublications.org.uk/esnews

It's recently launched a new Waste Management News section at http://www.cambspublications.org.uk/wmnews

Voice Your Choice Success



On 4 July at the Voice Your Choice Decision Day, 28 projects were chosen by Huntingdon North residents to have a share of £55,000 from CCC.

Voice Your Choice is Cambridgeshire's first pilot of participatory budgeting (PB), a process which gives people a direct say on how public money is spent in their area. The pilot was a great success, with 94% of participants saying they thought it gave them more influence over decisions in their area and 88% saying it should happen again in the future.

CCC originally committed £50,000 to be spent in this process, and then a further £5,000 was provided by the Youth Justice Board to help tackle anti-social behaviour. The Children's Fund also kindly gave £4,000 to support the event.

The project was led by Diane Lane, the Neighbourhood Manager for Huntingdon North and is one of two pilots being delivered in partnership with Huntingdonshire District Council and Luminus Group. The second Voice Your Choice Decision day will take place in Eynesbury in St Neots on 3 October. Email tracey.croucher@luminus.org.uk for more details.

Successful Voice Your Choice projects included two breakfast clubs, outdoor gym equipment for the youth centre and a toy library for children with special needs. The projects will tackle the issues that mattered most to people in the doorstep survey, such as anti-social behaviour, parks and open space, community involvement and jobs, skills and training.

Since the event, office briefings have taken place to allow others to find out more about PB, as well as a Community Leadership event for members.

There are many possibilities for the wider application of PB to enhance community engagement in the county, as indicated by the Council's Community Engagement Strategy. Meanwhile, the next steps for Huntingdon North include the development of a Neighbourhood Charter and an initiative called "How Your Town Works".

To see the DVD of Voice Your Choice Decision Day visit www.cambridgeshire.gov.uk/oxmoor For a briefing on PB contact Diane Lane or Steve Vartoukian.

Self Directed Support roll-out continues

Following a planned review of the introduction of Self-Directed Support in the Learning Disability Partnership, go ahead was received to roll out to the Physical Disability Service. This happened at the end of June. Through our rolling review process, go ahead has now been given to go 'live' in the Older People's and Older People's Mental Health Services.

Because of the numbers involved, for adults over 65, the introduction of Self-Directed Support presents a huge challenge to CCC and its NHS partners, and roll-out of the changes for older people and older people with mental health needs will be done on a phased basis for individuals living in:

- March and Wisbech areas – from September 2009;
- Huntingdon, St Neots, St Ives, Ramsey, Ely and Soham areas – from November 2009;
- South Cambridgeshire (East) and Cambridge City (South) – from January 2010;
- Cambridge City (North) and South Cambridgeshire (North) – from March 2010.

Susan, a recently disabled mother of four, used her Personal Budget to maintain her friendships and social network by joining clubs, and to increase her physical ability and mobility by attending the gym regularly.

Mary hopes to use her Personal Budget to help her become less isolated through involvement in riding for the disabled. She also wants to have her own vegetable garden.

Personal Budgets are all used to meet assessed social care needs. As these examples show, budgets are being used to meet these needs in a less traditional and more innovative way.

Since Self-Directed Support was introduced in April 2009, there have been 112 Personal Budget referrals and 305 service users have had an assessment and gone on to have a service or been reviewed.[1]

For further information about Self-Directed Support call 01223 699650, email: in.controltotal@cambridgeshire.gov.uk

[1] *Figures at August 2009.*

Mike Davey - Service Director: Community Engagement (Fenland)

5 minutes with ...
Mike Davey

Mike works for the Community Engagement (Fenland) Directorate, within Community and Adult Services. Since coming into this new post in April he's already developed strong links between CCC and Fenland District Council (FDC). *Countywide* went to see him to find out more.

How did your job come about?

"As part of a general overview of the work of CCC, there has been a growing recognition that the outcomes for people living and working in Fenland are not as good as they should be and that we needed to take a new approach. So – as part of the reorganisation of the County Council corporate leadership team, a proposal for the introduction of this post was considered as part of the consultation process that was held in January. To cut a long story short, following interview, I took up the post on 1 April, but started in the full role on 1 June."

Where are you based?

"I hot desk between the two authorities, roughly spending my time 50/50 at Cambridge and March."

Do you come from this area?

"I moved to Kings Lynn over thirty years ago and I know the area well. I initially worked at a local vegetable factory and have done a variety of jobs in the Fens ever since. The people I met all those years ago remain my closest friends. I have that territorial feeling of having worked in the Fens and belonging there (despite having just moved to Cambridge)."

What are your priorities in the post?

"I'm responsible for being the public face of CCC services in Fenland. Although the job description needs to be able to evolve to meet needs, I think it's likely that certain things are bound to be highlighted. For example, it will be my job to ensure CCC allocates the right level of resources to Fenland's issues; and that we agree between all partners what our main focus should be, and that we take actions in order to achieve those priorities."

"I will report to the Fenland Strategic Partnership (FSP) which has a key role in ensuring 'joined up' thinking and action between all partners. The Fenland Sustainable Community Strategy 2007–2010 is the key plan for improving social, economic and environmental well-being in the area."

What makes Fenland unique?

"People who live and work in Fenland are very proud of the area. It is a beautiful part of the country and is quite unlike anywhere else. Many have family history here and feel really connected, so want to support their home locality. Conversely, when circumstances are not as good as they could be, we can be inward looking and that can be tricky for outsiders to understand."

What issues do you see particularly affecting Fenland?

"The four areas that stand out to me are, in no particular order, to support community cohesion, to encourage and enable improved educational attainment and encourage higher aspiration. It is vital that we address certain health issues, particularly obesity, and finally we must address rural transport issues. There are limited bus services and community transport is difficult to sustain."

It's early days, but what can be done to improve things?

"It seems to me that it is us based in Cambridge that needs to change. It's how people at CCC can adopt a different perspective - not the people in Fenland. A good example is in relation to roads. If you ask the majority of people who live in the county which road gives the most cause for concern they would understandably say the A14. This is a road that doesn't go anywhere near Fenland. But the A47, which cuts the district in half, and is another major east west link road with its own set of problems, barely registers. So while the long term key to change will be how we allocate our resource the start may be about changing attitudes."

Is there any particular activity coming up in the near future?

"We are organising an event, in October, for around 100 CCC employees working in Fenland. It's going to be in Wisbech, which we hope will be jointly hosted by Rod Craig, Executive Director: Community and Adult Services and Tim Pilsbury, FDC Chief Executive. The aim of the event is to tap into everyone's ideas on how we can work together for Fenland."

Fenland Employees Event Thursday 15 October, Rosmini Centre, Wisbech

If you're a CCC employee, working in Fenland, you are invited to attend this event and discuss any issues you have about delivering services in the area. If interested please email sandy.willatt@cambridgeshire.gov.uk or call Sandy Willatt, Commissioning and Performance Manager (Fenland) on 01945 581444.

What's it all about?

CAA, Making Cambridgeshire Count and Cambridgeshire Together

Cambridgeshire Together

Cambridgeshire Together is a partnership of the county's most influential organisations that aim to improve the quality of life for all who live, learn, work and travel in Cambridgeshire. This county-wide partnership has set out a vision and priorities to deliver improvements in quality of life across Cambridgeshire. Partnerships at a county and local level are aligned to this vision and are looking to meet targets for improvement contained in a local area agreement for Cambridgeshire.

Cambridgeshire Together

working together to improve our quality of life

The Cambridgeshire Together Board includes Leaders of the County Council and District Councils, representatives for the Police Authority, Fire and Rescue, NHS Cambridgeshire, Cambridgeshire and Peterborough Voluntary Sector Infrastructure Consortium (CVSIC) Cambridgeshire ACRE (Action with Communities in Rural England) and business representatives. The Board meets every two months.

Visit http://www.cambstogether.org.uk

Next issue: who's who?

Comprehensive Area Assessment-Oneplace

Pic ©Robert Johns 2009

Comprehensive Area Assessment (CAA) is the new joint inspection framework, providing an assessment of how well local public services are improving quality of life for people living in a local area. It's different from the previous Comprehensive Performance Assessment (CPA) because it looks at how organisations are working together towards shared priorities.

CAA has two main elements.

1. An Area Assessment of the county, which looks at how well local public services are delivering better results for local people against local priorities, and how likely they are to improve in the future.

2. Organisational Assessments of individual public bodies, including councils, police forces and fire and rescue services.

CCC will be scored as an organisation between one and four - based on our approach to managing our resources, and managing our performance. The Area Assessment won't be scored, but inspectors will apply red and green 'flags' for particularly good performance, or areas of concern.

To report the results, the Audit Commission will use the brand name 'Oneplace'. A Oneplace website will bring together all of the inspectors' judgments on the Council and its partners and present them in a clear and accessible way. The first judgments from the Audit Commission are due to be published on 11 December 2009.

Visit www.audit-commission.gov.uk/caa for detail of the framework and the organisation
Area assessments are on CamWeb at http://camweb/cd/ppl/corpdev/corppolicy/assessment/caa/

Making Cambridgeshire Count

Cambridgeshire, like every part of the country, is facing an inevitable reduction in public sector expenditure. The future simply means doing more with less.

The current situation therefore presents us with a unique opportunity to critically examine what our Cambridgeshire Together partnership delivers, how we do it, and where we can make better use of our combined resources, experience and skills across public services so that local people continue to receive the very best.

Through looking closely at the total resources available to public services in Cambridgeshire we will look at how we can work better together to achieve short-term efficiency savings. Just as importantly, we will also focus upon the developing the culture and mind-set across the partnership to make efficiency part of the day job.

Help set our six year strategy

We all expect IT to deliver more than ever before – it's the workhorse for things we take for granted, like email and the Internet. Now we want it to deliver transformation and efficiency. In response, CCC's IT Service is working with colleagues and partners on a new IT strategy to set our direction for the next six years.

The consultation phase is now well advanced. It launched with a 'Spring Special' strategy update earlier in the year and followed up with meetings, workshops and focus groups with Strategic Management Team (SMT), Directors, key users and stakeholders. These have focused on what the organisation expects IT to deliver, and, since we can't have everything we might like - choices and priorities.

The next stage is to get down to writing the various parts of the strategy in a way which is both accessible and delivers the detail, and is linked to related strategies.

THEN – you get to see it and have a say on what you think, before its launch at the end of the year.

Thanks to everyone who's been involved so far, and it's not too late to add your views. Contact Chris Rundell, Client Services Group Manager, CD on 01223 699010.

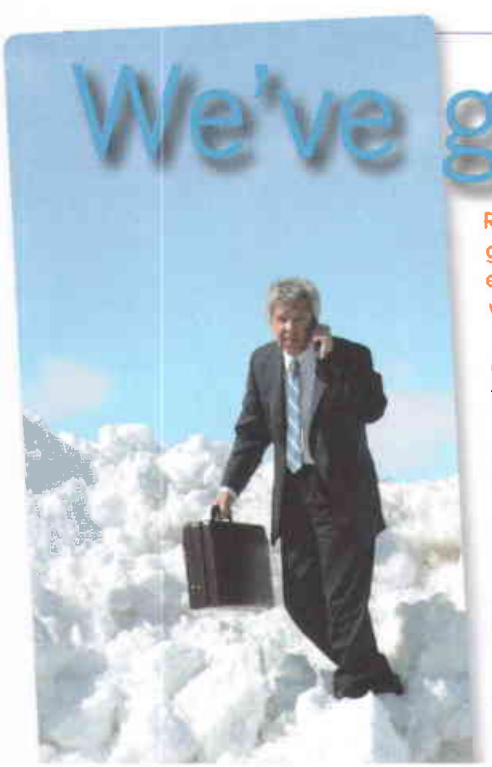
Updated homecare scheduling

Many of us know of friends or relatives who receive home care, but did you know that we provide the system used for scheduling these visits and handling associated payments?

The system, previously known as TCO was upgraded at the end of June and has a new name and new look. Now called OfficeBase, it has the advantage of being web enabled and so doesn't need a separate installation of software on the PC. This means that it can be accessed from outside the main County Council IT network via Netilla, NHS Netilla and from other remote IT systems allowing key CCC and NHS employees to work across more flexible hours and locations.

As well as involving teams from IT, the project also drew in IT Superusers from Adult Services. There has been a significant jump in the software version and over 80 support calls were raised by the project team to ensure that the new OfficeBase system is suitable for our business and billing processes.

Technical Project Manager, Richard Crump said, "This was no mean feat and although it meant that the timescales for implementation had to be revised, it has resulted in a better system all round. This is reflected in the positive feedback we've had from training sessions."



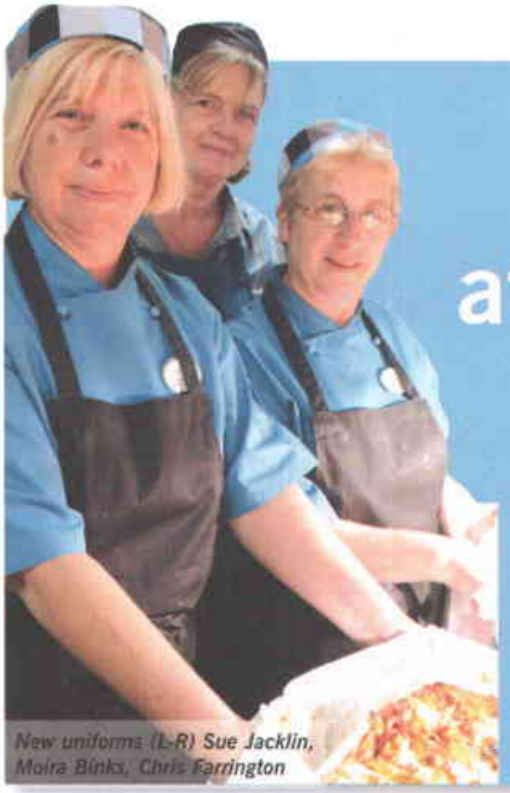
We've got IT, let's use IT

Remember the heavy snow last year? It resulted in several employees being unable to get into work as normal. However, thanks to a combination of Netilla, mobile access to email, PC standardisation, VoIP number portability, Wifi and shared calendars, everyone was still able to 'meet' and normal work could continue.

Based on this experience, and in the warmer months of June and July, IT held a series of briefings which focused on how we could get more from our investment in the IT tools that we have.

It also gave us the opportunity to demonstrate a new system called 'Meeting Exchange'. An extension of Meet-me telephone conferencing, Meeting Exchange is a conferencing system that caters for a greater number of participants and allows on-screen document sharing, as well as secure calls. Due to become available in the Autumn, Meeting Exchange is part of the wider benefits that our investment in Voice over Internet Protocol (VoIP) has provided.

A copy of the presentation can be found on CamWeb, type 'Meeting Exchange' into the search box. For more information about Meeting Exchange, please email IT Business Liaison Officers.



New uniforms (L-R) Sue Jacklin, Moira Binks, Chris Farrington

New look at the Café

Cambridgeshire Catering Services (CCS) employees are sporting a more modern and comfortable employee uniform. The new look has been introduced for all areas of hospitality.

Memory loss workshops

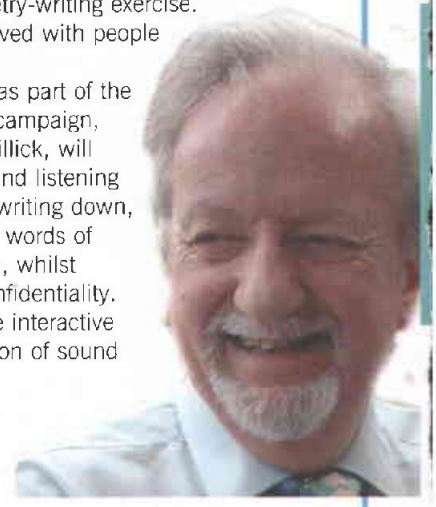
'Communication and poetry writing with people with memory loss' is a FREE workshop for care staff, activity organisers, occupational therapists and library staff.

It concentrates on one-to-one communication and includes a brief group poetry-writing exercise. It's aimed at anyone involved with people with memory loss.

Funded by NHS East as part of the national 'Dignity in Care' campaign, poet in residence, John Killick, will illustrate the befriending and listening processes, cover skills of writing down, editing and sharing of the words of individuals with Dementia, whilst stressing the nature of confidentiality.

The workshops will be interactive and involve the examination of sound recordings and texts.

- Tuesday 15 September, 1.30-3.30pm, Kreis Vierson Room, Shire Hall, Cambridge
- Thursday 15 October, 10am-12pm, Ely Library.



Poet in residence for Cambridgeshire Libraries, John Killick

For more information visit www.cambridgeshire.gov.uk/library or to book contact Lynda Martin, Partnership and Development Manager, Cambridgeshire Libraries, CAS on 07796 336301, lynda.martin@cambridgeshire.gov.uk

Do something amazing give blood

A mobile blood donor van regularly visits Shire Hall, Cambridge to take donations. In June over one hundred employees went along to give blood and 84 units were taken. A unit can help up to three patients, meaning 252 patients could be helped thanks to you.

The bloodmobile will be visiting again on 12, 21 and 22 October - more information will be sent out nearer to the time. If you're not based at Shire Hall, you can look up your nearest place to donate at www.blood.co.uk

give blood

21st century solution to black bag rubbish

Your "black bag" rubbish is currently landfilled but soon it will be processed in CCC's brand new Mechanical and Biological Treatment (MBT) plant. The MBT, which will be the first of its kind in the UK, is being built in partnership with Donarbon at Waterbeach, and is due to open in November.

The new plant will greatly reduce the amount of rubbish we landfill, which in turn reduces harmful greenhouse gas emissions, saves valuable resources and avoids costly fines for Cambridgeshire's council taxpayers.

At the MBT, materials for recycling will be recovered from your rubbish before it passes through a composting hall the size of two football pitches, where giant wheels will turn the material for seven weeks. At the end of this process, the rubbish will have matured into compost-like material which could be used to cultivate turf or bio crops.

Around 80% of every tonne of rubbish delivered to the MBT plant will be turned into material that can be recycled or re-used. The majority of this will be compost like material.

Keep recycling

Although the MBT plant will greatly reduce landfilling, it is not an alternative to recycling. It's essential that we continue to recycle as much as we can through kerbside recycling collections and recycling centres as these materials are of much better quality than those extracted from rubbish at the MBT plant.

The MBT is a solution to managing the waste we cannot reduce, re-use or recycle – it is a huge step forward for waste management in Cambridgeshire.

ALL ABOUT... the Council Diversity Group

Our recent employee survey result for equality and diversity showed substantial improvement since 2007, with most people agreeing that CCC does not discriminate, but provides equality of opportunity to all groups.

This result is in no small part due to the work of the Council's Diversity Group (CDG) – representatives from each service, human resources, communications, the employee support groups – CMEEN, DIADEM and LGB&T and Trade Unions.

The group, which has grown in membership and developed since 2005, meets quarterly to discuss and take forward a large agenda of actions on diversity issues, chaired by Stephen Moir, Corporate Director for People, Policy and Law.

"CDG is the officer co-ordinating body to further the Council's role as a community leader," explained Stephen Moir. "It plays a vital role in helping build a stronger, healthier, more inclusive society, which values diversity and recognises the contribution that those from different groups and backgrounds can make.

"It champions and supports the delivery of CCC's Single Equality Strategy and underpinning action plan across all parts of the organisation."

Even the CDG agenda is diverse, with items this year alone including:

- Preparing the Council's Single Equality Strategy for Cabinet
- Agreeing the self-assessment for the Equalities Peer Review, carried out by the IdeA
- Finalising the handbook 'Customer Care in a Diverse Environment'
- Progressing our Equality Impact Assessments
- Working with Scrutiny on a report on our employee support groups
- Action planning, including a continuing communications programme.

Over the coming months the CDG will be getting to grips with the likely impact of a Single Equality Bill, engaging on the action plan which supports our Strategy and refreshing the Single Equality Strategy, in light of changing legislation.

Lead Cabinet member for Communities, Councillor Sir Peter Brown, attends CDG. Lead opposition members are also invited. Sir Brown said, "I've worked with the voluntary sector throughout my career and I am always impressed by the work done by so many people who give their time for free. I fully support the work being done by CDG and look forward to working with its officer members in the future."

Councillor Sir Peter Brown

Events, food and family fun... A great day out for everyone!

- Events
- Visit the Animals
- Pet Care & Gift Shop
- Thrift Shop
- Coffee Shop & Restaurant
- Children's Play Area
- Picnic Area
- Open 7 Days 10am - 4pm
- Free Admission

Special Offer
- £5 Activity Pack
& Children's Lunch
(with this advert)

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Is the salt worth it?

There is strong evidence that links high salt intake to being the major cause of high blood pressure – more than other lifestyle factors such as weight reduction, lack of fruit and vegetable consumption and lack of exercise.

High blood pressure is the main cause of strokes and a major cause of heart attacks. It is also widely recognised that a high salt diet has other adverse effects, such as osteoporosis, cancer of the stomach, asthma and obesity.

How much salt do we need a day?
The current government recommendation is to eat a maximum of six grams a day, which is equivalent to one teaspoon of salt – or around 5g for women, and 7g for men.

Which foods contain most salt?
Processed foods like ready meals, baked beans, soups, processed meat, smoked foods, some cereals and even bread. It is difficult to avoid eating some of these foods but look for low salt alternatives instead, or eat fresh food, which has no added salt.

FREE Blood Pressure Tests
CCC employees can take advantage of a FREE blood pressure test from 12.15-2pm, 28 September 2009 in The Ramparts, Bailey Rooms, Cambridge. Just turn up and learn your numbers! Other Fit for Business activities will also be going on.

Open Up for London Olympics 2012 Games

In the lead up to the London 2012 Games there will be lots of opportunities for people to get involved in imaginative, thought-provoking, creative activities.

A Bandstand Marathon will be held this September. Three Cambridgeshire bandstands will host a variety of music performances, as part of this national event.

- Milton Country Park, Milton on 26 September, from 1pm - a variety of music from Cambridgeshire
- Jubilee Gardens, Ely on 27 September, 2-4pm - City of Ely Band
- West End Park, March on 27 September, 2-4pm

Visit www.bandstandmarathon.org.uk and www.cambridgeshire.net

Cambridgeshire and Peterborough hosted 40 events at July's open weekend, attracting over 3000 people to 'open up' and to try something new. The activities included movie making, dance lessons, music workshops and performances, historical tours, a medieval feast and 'Bloco' dancers, who welcomed cyclists completing the London to Cambridge bike ride. The next Open Weekend will be held 23-25 July 2010.

Get a Fit Kit

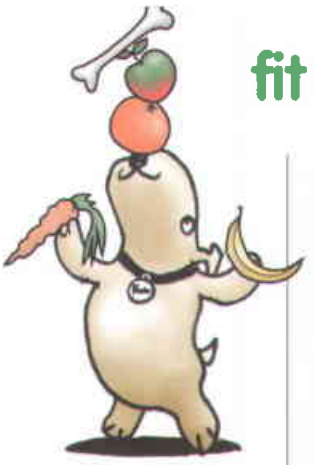
Due to popular demand two more Fit Kits are available for teams to hire.

A couple of issues ago we told you about the Fit Kit that's available to loan out to teams. The idea behind it is to encourage teams to take a break for 10 minutes or more and use the items as a fun way to improve fitness – maybe during a team meeting. The kit's been so popular it's booked out well into the new year, so we've used Fit for Business lottery funding to buy two more kits.

To borrow a Fit Kit, for up to two weeks contact Danielle Hamilton, 01480 398257, danielle.hamilton@cambridgeshire.gov.uk or fitforbusines@cambridgeshire.gov.uk

Full Fit Kit details can be found on CamWeb – just type 'Fit Kit' into the search box.

Before and After



Linda Cornwell
Linda sent us in these before and after shots following the five-mile charity run for the Arthur Rank Hospice at Wandlebury in August.
"It was a very hot and muggy morning but at least we had some shade when we ran through the wooded areas. My goal was to finish in under an hour, which I did, coming in at 58 minutes.

"I'm also cycling twice a week to work and so far managing to dodge all the rain!"

"I have also completed a British Military Fitness assessment of a timed 1500 metre run and maximum repetitions over a two minute period of sit ups, press ups and burpees (squat thrust & jump) and 15 x 20 metre shuttle sprints. The results are converted into points, which I can then compare when I do the next fitness test."

Catherine Taylor
"Since my last update I changed gyms, and am now a member at Huntingdon gym as it is close to where I work. I try to go three times a week and am noticing that I'm getting fitter – slowly – but I think it is happening! I also attend aerobics classes in my home town, so I find I am doing something active most days now. I find that I am less tired in the evening than if I come straight home. Unfortunately I had to withdraw from the Race for Life in order to attend my best friend's very short notice wedding, but I am keeping up with the running and intend to enter next year."

Paul Rawlinson
"I'm still keeping fit, eating healthy and cycling, though I seem to have reached a sticking point in my weight loss. It is summer...and the BBQ's and the wine flow when the weather is kind."

Mark Miller
"My son has had his train set out over our lounge floor, so I haven't hopped onto the Wii-Fit for a while. However, the cycling and training for Chariots of Fire is paying off as I had to buy trousers which were down a size for a recent wedding. I felt smug when I bought them and then really bad as old photos were brought out at the wedding and I realised how much weight I had put on since my twenties. However, they are a good reminder of why I should not reach for the chocolate brownies and has spurred me on to stopping sugar in my coffee."

Mark is beautified from cycle training

Get fit for free

WIN a free gym induction at Hills Road Sports and Tennis Centre, with 12 free sessions at the gym once the induction has been completed. It couldn't be easier to enter – just email your contact details to fitforbusiness@cambridgeshire.gov.uk by Monday 5 October. One winner will be picked at random.

WIN A PRIZE!

fit for business

Fit fix online

Fit for Business has its own pages on CamWeb covering all of the FFB themes: physical activity, healthy eating, mental health and well-being, smoke free environments and drugs and alcohol. You'll also find an A-Z of CCC activities with a link to FFB. Go to http://camweb/cd/ppl/hrpolbusserv/benefits/ffb/

Winner!

Congratulations to Kathy Sutherland, Strategic Asset Manager (Projects), who won last issues competition for a family membership to Hills Road Sports and Tennis Centre and a £25 voucher to try out some of their facilities.

Take part in a really hot challenge for Charity

30 October 2009
Cass Centre, Cambridge

Are you ready for the ultimate challenge? Arthur Rank Hospice Charity dares you to take part in a 'Fire Walk' and prove that anything is possible if you put your mind to it! You will receive professional training to walk five meters bare foot over red-hot glowing embers measuring some 800° Celsius! If you are interested in breaking through your fears and want to achieve the unbelievable please visit http://www.arhc.org.uk/firewalk.asp or contact the fundraising office on 01223 723115.

Arthur Rank
Hospice Charity

Promises for Pudsey – will be back!

Last year we raised over £900 for BBC Children in Need by holding a promises auction. We'll be doing it again this year, Friday 20 November, in the Council Chamber, Shire Hall.

More details will be available nearer to the date. But in the meantime if you have an idea for a promise to donate (the more unusual the better) then let us know!

We'll also be running the same system of sealed bids as last year for those not at Shire Hall or unable to make it.

Contact Eleanor Pasfield, Communications Officer, 01223 699286, eleanor.pasfield@cambridgeshire.gov.uk

Saddle sore for a great cause

A team from Trading Standards took part in the London to Cambridge bike ride on Sunday 26 July to raise money for Breakthough Breast Cancer.

David Broughton, Operations Manager, Hannah Shepherd, Trading Standards Officer, Frank Pasfield, Lead Officer: POCA and Charlotte Wilson, Trading Standards Officer, raised over £500 in what they called a giggle for a great cause!

Hannah and Charlotte completed the 60 miles in just over four hours, whilst Frank and David enjoyed a leisurely five hour ride.

Trading Standards bike team

Wedding Fair

WOOD GREEN ANIMAL SHELTERS
LEADING ANIMALS HOME

Sunday 25th October 2009

11.00am - 4.00pm
FREE ADMISSION

A unique wedding venue with up to one hundred wedding professionals all under one roof offering you expert advice and support to plan the day of your dreams.

www.woodgreen.org.uk

Wood Green Animal Shelters
London Road, Godmanchester, Cambs, PE29 2NH
0844 248 8181 ext 277

It's all for charity

The Communications Team will be, once again, dusting off their trainers to take part in the Chariots of Fire relay race in Cambridge on Sunday 21 September.

The 1.7mile course through the streets and colleges of Cambridge will this year be raising money for Cam-mind.

You can sponsor the team by going to http://www.justgiving.com/ChariotsofShire09/

Tough Guy

Simon Haydn, Bikeability Project Officer and Julia Sudbury, Childcare and Playwork Adviser took part in a gruelling 10 mile charity assault course called Tough Guy. They dressed up as crash test dummies this year and Simon completed the course in 2hours 34minutes, Julia in 3hours 49minutes.

Simon said "It was exhausting this year, but still fun because about 4000 people take part and you feel like you've achieved something at the end. The Tough Guy has an assault course section called the Killing Fields, which you have to run round twice! There are fire pits, electric fences, underwater sections and a lot of mud involved, your trainers will fill up with sand and it makes your legs feel like lead, but there's a fantastic camaraderie amongst everyone taking part".

Find out more about the Tough Guy at www.toughguy.co.uk